

Office of People Analytics (OPA)



**Workplace and Gender  
Relations Survey of Active Duty  
Members:  
Supplemental Analyses**

March 2017

**WORKPLACE AND GENDER RELATIONS  
SURVEY OF ACTIVE DUTY MEMBERS:  
SUPPLEMENTAL ANALYSES**

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# WORKPLACE AND GENDER RELATIONS SURVEY OF ACTIVE DUTY MEMBERS: SUPPLEMENTAL ANALYSES

## *Introduction*

Survey measurement of sexual harassment is defined by the U.S. Department of Defense as the presence of behaviors indicative of sexual harassment (Crude/Offensive Behavior, Sexual Coercion, and Unwanted Sexual Attention; Sexist Behavior and Sexual Assault are not counted in the DoD survey measure of sexual harassment) and the labeling of those behaviors as sexual harassment (Survey Method for Counting Incidents of Sexual Harassment, 2002). This measure was used on 2006 WGRA, 2008 WGRR, 2010 WGRA, 2012 WGRA, and 2012 WGRR.

*Sexual Harassment:* The prevalence of sexual harassment is determined using a two-step process. In order to be counted as having experienced *Sexual Harassment*, respondents must have indicated they experienced one of the following types of unwanted gender-related behaviors: *Crude/Offensive Behavior*, *Unwanted Sexual Attention*, or *Sexual Coercion* during the 12 months prior to completion of the survey AND they must have indicated that they considered at least one of the behaviors experienced to have been sexual harassment. Survey participants were asked whether they considered any of the behaviors they endorsed to have been sexual harassment. Response options included 1 (none were sexual harassment), 2 (some were sexual harassment; some were not sexual harassment), and 3 (all were sexual harassment).

*Unwanted Sexual Contact:* Respondents were counted as having experienced unwanted sexual contact if they indicated Yes to the survey item.

## **Population and Reporting Categories**

Survey results are presented by gender and race/ethnicity. Definitions for reporting categories follow:

*Gender*—This category includes *Females* and *Males* overall and gender broken out by Race/Ethnicity.

*Race/Ethnicity*—Respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *Non-Hispanic White* includes persons marking only White and not reporting being Spanish/Hispanic/Latino. *Black* includes persons marking only Black or African American and not reporting being Spanish/Hispanic/Latino. *American Indian/Alaska Native (AIAN)* includes persons marking only American Indian or Alaska Native and not reporting being Spanish/Hispanic/Latino. *Asian* includes persons marking only Asian and not reporting being Spanish/Hispanic/Latino. *Native*

Hawaiian/Pacific Islander (*NHPI*) includes persons marking only Native Hawaiian or other Pacific Islander and not reporting being Spanish/Hispanic/Latino. *Two or More Races* includes persons marking two or more of the races (White, Black Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander) and not reporting being Spanish/Hispanic/Latino.

### ***Margins of Error***

The Office of People Analytics (OPA) designed the statistical sample to achieve reliable precision for sexual harassment and assault estimates for a set of reporting groups (e.g., Army male). Two of the reporting domains were minority and non-minority, however, individual minority domains were not required and hence don't meet OPA's standard reporting requirement of margins of error of five percentage points or fewer. The difference in sexual harassment and assault rates for race are small and the margins of error are large; therefore, OPA recommends using great caution when making comparisons between detailed race groups.

The complex sample design required weighting to produce population estimates, (e.g., percent female).<sup>1</sup> Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN<sup>®</sup> PROC DESCRIPT, (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for each reporting category is shown. That is, the tab volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

“0” indicates that no one in any reporting group selected the response option,

NR indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225),

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<sup>1</sup> As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.  
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NA indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,

no Max ME is printed when all percentages in the row are shown as NR,

no margin of error is printed for an average when it is shown as NR.

**2006 Workplace and Gender Relations Survey of Active Duty Members (2006 WRGA): Demographics and Tabulation Items**

**Table 1.**  
**Number of Respondents and Estimated Eligible Population by Reporting Categories (2006 WRGA)**

	Respondents		Estimated Eligible Population			
	Count	Percent	Totals		Percent	
<b>TOTAL DOD</b>	24,178	100%	1,349,626	±25,864	100%	
Non-Hispanic White	15,646	65%	824,853	±18,028	61%	
Black	4,104	17%	220,629	±9,382	16%	
Hispanic	2,470	10%	182,177	±10,403	13%	
AIAN	212	1%	11,447	±2,643	1%	
Asian	997	4%	59,280	±5,433	4%	
NHPI	147	1%	10,485	±2,462	1%	
Two or More Races	562	2%	38,580	±5,413	3%	
<b>FEMALES</b>	7,411	31%	198,132	±4,878	15%	
Non-Hispanic White	4,036	17%	95,546	±3,139	7%	
Black	1,803	7%	50,747	±2,080	4%	
Hispanic	890	4%	30,750	±2,653	2%	
AIAN	71	0%	2,042	±505	0%	
Asian	334	1%	9,736	±1,150	1%	
NHPI	46	0%	1,570	±496	0%	
Two or More Races	222	1%	7,126	±1,102	1%	
<b>MALES</b>	16,767	69%	1,151,494	±22,607	85%	
Non-Hispanic White	11,610	48%	729,307	±16,568	54%	
Black	2,301	10%	169,881	±8,853	13%	
Hispanic	1,580	7%	151,427	±9,931	11%	
AIAN	141	1%	9,405	±2,592	1%	
Asian	663	3%	49,544	±5,285	4%	
NHPI	101	0%	8,914	±2,411	1%	
Two or More Races	340	1%	31,454	±5,291	2%	

**Table 2.**

**Sexual Harassment incident rate: Constructed from Q35a, Q35c, Q35e-f, Q35h, Q35j-p, and Q36. Sexual Harassment can be defined as experiences of Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion. (2006 WGRA)**

	Percent Responding		Percentages		Sexual Harassment
			Incident Rate	Max ME	
<b>TOTAL DOD</b>	100	±0	10	±1	
Non-Hispanic White	100	±0	8	±1	
Black	100	±0	12	±2	
Hispanic	100	±0	13	±3	
AIAN	100	±0	11	±7	
Asian	100	±0	11	±4	
NHPI	100	±0	13	±8	
Two or More Races	100	±0	14	±5	
<b>FEMALES</b>	100	±0	33	±2	
Non-Hispanic White	100	±0	32	±2	
Black	100	±0	30	±3	
Hispanic	100	±0	36	±5	
AIAN	100	±0	38	±13	
Asian	100	±0	32	±6	
NHPI	100	±0	NR		
Two or More Races	100	±0	36	±9	
<b>MALES</b>	100	±0	6	±1	
Non-Hispanic White	100	±0	5	±1	
Black	100	±0	6	±2	
Hispanic	100	±0	8	±3	
AIAN	100	±0	5	±9	
Asian	100	±0	8	±5	
NHPI	100	±0	7	±9	
Two or More Races	100	±0	9	±7	

Note. Percent responding are active duty members who answered the question. Incident rates indicate the percentage of active duty members who experienced Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion in the 12 months before responding to the survey and who indicated that they considered at least some of the behavior experienced to be *Sexual Harassment* (Q35/Q36). Cronbach's coefficient alpha without the inclusion of Q36 = 0.91.  
NR: Not reportable

Table 3.

**Unwanted Sexual Contact incident rate: Constructed from Q56. Unwanted Sexual Contact can be defined as having experienced without your consent and against your will forced performance or receipt of sexual touching (e.g., intentional touching of genitalia, breasts, or buttocks), attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object. (2006 WGRA)**

	Percent Responding		Percentages	Max ME	Unwanted Sexual Contact
			Incident Rate		
<b>TOTAL DOD</b>	100	±0	2.5	±0.4	
Non-Hispanic White	100	±0	2.2	±0.6	
Black	100	±0	3.4	±1.0	
Hispanic	100	±0	3.2	±1.5	
AIAN	100	±0	2.1	±3.6	
Asian	100	±0	2.7	±2.1	
NHPI	100	±0	4.3	±10.0	
Two or More Races	100	±0	2.0	±1.9	
<b>FEMALES</b>	100	±0	6.8	±1.0	
Non-Hispanic White	100	±0	6.5	±1.6	
Black	100	±0	6.9	±1.6	
Hispanic	100	±0	8.5	±3.3	
AIAN	100	±0	6.4	±8.5	
Asian	100	±0	4.3	±3.3	
NHPI	100	±0	NR		
Two or More Races	100	±0	6.1	±4.5	
<b>MALES</b>	100	±0	1.8	±0.5	
Non-Hispanic White	100	±0	1.6	±0.6	
Black	100	±0	2.4	±1.3	
Hispanic	100	±0	2.1	±1.9	
AIAN	100	±0	1.2	±6.4	
Asian	100	±0	2.4	±2.7	
NHPI	100	±0	NR		
Two or More Races	100	±0	1.1	±2.8	

Note. Percent responding are active duty members who answered the question. Incident rates indicate the percentage of active duty members who had at least one experience of *Unwanted Sexual Contact* during the 12 months before responding to the survey.

NR: Not reportable

**2010 Workplace and Gender Relations Survey of Active Duty Members (2010  
WRGA): Demographics and Tabulation Items**

**Table 4.**  
**Number of Respondents and Estimated Eligible Population by Reporting Categories**  
**(2010 WGRA)**

	Respondents			Estimated Eligible Population			
	Count	Percent		Totals		Percent	
<b>TOTAL DOD</b>	24,029	100%		1,354,363	±1,476	100%	
Non-Hispanic White	14,552	61%		832,718	±6,772	61%	
Black	3,816	16%		196,814	±7,179	15%	
Hispanic	3,247	14%		190,223	±8,195	14%	
AIAN	198	1%		9,788	±1,962	1%	
Asian	1,032	4%		59,348	±4,961	4%	
NHPI	166	1%		10,679	±2,474	1%	
Two or More Races	976	4%		53,001	±4,848	4%	
<b>FEMALES</b>	10,034	42%		194,322	±1,210	14%	
Non-Hispanic White	5,114	21%		92,459	±1,468	7%	
Black	2,174	9%		45,908	±1,714	3%	
Hispanic	1,550	6%		31,803	±1,694	2%	
AIAN	101	0%		2,014	±488	0%	
Asian	486	2%		9,629	±997	1%	
NHPI	92	0%		2,034	±495	0%	
Two or More Races	501	2%		10,130	±1,027	1%	
<b>MALES</b>	13,995	58%		1,160,041	±1,598	86%	
Non-Hispanic White	1,642	7%		150,906	±6,986	11%	
Black	9,438	39%		740,259	±6,686	55%	
Hispanic	1,697	7%		158,420	±8,022	12%	
AIAN	97	0%		7,774	±1,900	1%	
Asian	546	2%		49,718	±4,860	4%	
NHPI	74	0%		8,644	±2,424	1%	
Two or More Races	475	2%		42,871	±4,738	3%	

**Table 5.**

**Sexual Harassment incident rate: Constructed from Q30a, Q30c, Q30e-f, Q30h, Q30j-p, and Q31. Sexual Harassment can be defined as experiences of Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion. (2010 WGRA)**

	Percent Responding		Percentages		Sexual Harassment
			Incident Rate	Max ME	
<b>TOTAL DOD</b>	100	±0	6	±1	
Non-Hispanic White	100	±0	5	±1	
Black	100	±0	7	±2	
Hispanic	100	±0	7	±2	
AIAN	100	±0	10	±6	
Asian	100	±0	5	±2	
NHPI	100	±0	6	±5	
Two or More Races	100	±0	10	±3	
<b>FEMALES</b>	100	±0	21	±1	
Non-Hispanic White	100	±0	21	±2	
Black	100	±0	17	±3	
Hispanic	100	±0	26	±3	
AIAN	100	±0	33	±13	
Asian	100	±0	18	±5	
NHPI	100	±0	27	±13	
Two or More Races	100	±0	25	±5	
<b>MALES</b>	100	±0	3	±1	
Non-Hispanic White	100	±0	4	±2	
Black	100	±0	3	±1	
Hispanic	100	±0	3	±2	
AIAN	100	±0	5	±8	
Asian	100	±0	3	±3	
NHPI	100	±0	NR		
Two or More Races	100	±0	6	±4	

Note. Percent responding are active duty members who answered the question. Annual incident rate indicates the percentage of members who experienced Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion (Q30a-p) and who indicated they considered at least some of the behaviors experienced to be Sexual Harassment (Q31). Cronbach's coefficient alpha without the inclusion of Q31 = 0.94.  
NR: Not reportable

**Table 6.**

***In the past 12 months, have you experienced any of the following sexual contacts that were against your will or occurred when you did not or could not consent where someone: sexually touched you (e.g., intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them; attempted to make you have sexual intercourse, but was not successful; made you have sexual intercourse; attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful; made you perform or receive oral sex, anal sex, or penetration by a finger or object? (2010 WGRA Q44)***

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	100	±0	1.4	±0.3	
Non-Hispanic White	100	±0	1.3	±0.3	
Black	100	±0	1.9	±0.8	
Hispanic	100	±0	1.3	±0.6	
AIAN	100	±0	5.3	±10.2	
Asian	100	±0	1.0	±1.0	
NHPI	100	±0	1.2	±2.3	
Two or More Races	100	±0	2.1	±1.4	
<b>FEMALES</b>	100	±0	4.4	±0.6	
Non-Hispanic White	100	±0	4.6	±0.8	
Black	100	±0	3.5	±1.2	
Hispanic	100	±0	4.8	±1.6	
AIAN	100	±0	11.1	±11.0	
Asian	100	±0	3.5	±2.9	
NHPI	100	±0	6.3	±10.3	
Two or More Races	100	±0	5.2	±2.8	
<b>MALES</b>	100	±0	0.9	±0.3	
Non-Hispanic White	100	±0	1.4	±1.1	
Black	100	±0	0.9	±0.4	
Hispanic	100	±0	0.6	±0.7	
AIAN	100	±0	NR		
Asian	100	±0	0.5	±1.6	
NHPI	100	±0	NR		
Two or More Races	100	±0	1.4	±1.9	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

**2012 Workplace and Gender Relations Survey of Active Duty Members (2012 WGRA): Demographics and Tabulation Items**

**Table 7.**  
**Number of Respondents and Estimated Eligible Population by Reporting Categories (2012 WGRA)**

	Respondents		Estimated Eligible Population			
	Count	Percent	Totals		Percent	
<b>TOTAL DOD</b>	22,792	100%	1,354,883	±7,667	100%	
Non-Hispanic White	13,175	58%	828,144	±11,170	61%	
Black	3,386	15%	190,804	±9,633	14%	
Hispanic	3,839	17%	192,227	±10,707	14%	
AIAN	212	1%	10,506	±2,615	1%	
Asian	935	4%	59,689	±6,492	4%	
NHPI	171	1%	13,201	±3,979	1%	
Two or More Races	1,039	5%	59,200	±6,571	4%	
<b>FEMALES</b>	11,553	51%	198,488	±825	15%	
Non-Hispanic White	5,978	26%	92,870	±1,220	7%	
Black	2,142	9%	45,256	±1,598	3%	
Hispanic	2,044	9%	32,891	±1,621	2%	
AIAN	122	1%	2,104	±465	0%	
Asian	526	2%	10,990	±1,119	1%	
NHPI	98	0%	2,196	±497	0%	
Two or More Races	625	3%	11,975	±1,059	1%	
<b>MALES</b>	11,239	49%	1,156,394	±7,677	85%	
Non-Hispanic White	7,197	32%	735,274	±11,110	54%	
Black	1,244	5%	145,548	±9,500	11%	
Hispanic	1,795	8%	159,336	±10,583	12%	
AIAN	90	0%	8,403	±2,573	1%	
Asian	409	2%	48,699	±6,398	4%	
NHPI	73	0%	11,005	±3,948	1%	
Two or More Races	414	2%	47,225	±6,485	3%	

**Table 8.**

**Sexual Harassment incident rate: Constructed from Q30a, c, e-f, h, j-p, and Q31. Sexual Harassment can be defined as experiences of Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion. (2012 WGRA)**

	Percent Responding		Percentages		Sexual Harassment
			Incident Rate	Max ME	
<b>TOTAL DOD</b>	100	±0	7	±1	
Non-Hispanic White	100	±0	6	±1	
Black	100	±0	7	±2	
Hispanic	100	±0	8	±2	
AIAN	100	±0	11	±11	
Asian	100	±0	8	±4	
NHPI	100	±0	6	±10	
Two or More Races	100	±0	10	±4	
<b>FEMALES</b>	100	±0	23	±1	
Non-Hispanic White	100	±0	24	±2	
Black	100	±0	19	±3	
Hispanic	100	±0	26	±3	
AIAN	100	±0	25	±11	
Asian	100	±0	20	±6	
NHPI	100	±0	17	±11	
Two or More Races	100	±0	31	±5	
<b>MALES</b>	100	±0	4	±1	
Non-Hispanic White	100	±0	4	±1	
Black	100	±0	3	±2	
Hispanic	100	±0	4	±3	
AIAN	100	±0	NR		
Asian	100	±0	6	±5	
NHPI	100	±0	NR		
Two or More Races	100	±0	5	±6	

Note. Percent responding are active duty members who answered the question. *Sexual Harassment* incident rate indicates the percentage of members who experienced Crude/Offensive Behavior, Unwanted Sexual Attention, or Sexual Coercion in the 12 months before responding to the survey (Q30a-p) and who indicated they considered at least some of the behaviors experienced to be *Sexual Harassment* (Q31). The overall Cronbach's coefficient alpha without the inclusion of Q31 = 0.94 (males = 0.95 and females = 0.93).  
NR: Not reportable

Table 9.

**Unwanted Sexual Contact incident rate: Unwanted Sexual Contact can be defined as having experienced without your consent and against your will forced performance or receipt of sexual touching, (e.g., intentional touching of genitalia, breasts, or buttocks), attempted or completed sexual intercourse, oral sex, anal sex, or penetration by a finger or object. (2012 WGRA Q32)**

	Percent Responding		Percentages	Max ME	Unwanted Sexual Contact
			Incident Rate		
TOTAL DOD	100	±0	1.9	±0.4	
Non-Hispanic White	100	±0	1.5	±0.5	
Black	100	±0	2.8	±1.0	
Hispanic	100	±0	2.1	±1.2	
AIAN	100	±0	1.6	±1.9	
Asian	100	±0	1.6	±1.6	
NHPI	100	±0	4.0	±11.2	
Two or More Races	100	±0	3.2	±2.1	
FEMALES	100	±0	6.1	±0.6	
Non-Hispanic White	100	±0	6.3	±0.9	
Black	100	±0	5.7	±1.4	
Hispanic	100	±0	5.2	±1.4	
AIAN	100	±0	4.6	±6.5	
Asian	100	±0	5.2	±5.3	
NHPI	100	±0	5.9	±9.1	
Two or More Races	100	±0	9.0	±3.1	
MALES	100	±0	1.2	±0.4	
Non-Hispanic White	100	±0	0.9	±0.5	
Black	100	±0	2.0	±1.4	
Hispanic	100	±0	1.5	±1.7	
AIAN	100	±0	0.9	±2.0	
Asian	100	±0	0.8	±2.1	
NHPI	100	±0	NR		
Two or More Races	100	±0	1.8	±3.4	

Note. Percent responding are active duty members who answered the question. Incident rate indicates the percentage of members who had at least one experience of Unwanted Sexual Contact in the 12 months before responding to the survey.

NR: Not reportable

### References

- Research Triangle Institute, Inc. (2004). SUDAAN® Language Manual, Release 9.0. Research Triangle Park, NC: Research Triangle Institute.
- Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, 62 Fed. Reg. 58781 (1997).

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